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## Legislation Details (With Text)

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**File #:** 04-00488      **Version:** 1

**Type:** Agenda Item      **Status:** Passed

**File created:** 5/10/2004      **In control:** BOARD OF SUPERVISORS

**On agenda:** 5/18/2004      **Final action:** 5/18/2004

**Title:** HEARING - Consider recommendations regarding 2004-05 medical and dental insurance plan changes, as follows: (EST. TIME: 30 MIN )

- a) County Self-Funded Dental Program - Accept the Annual Actuarial Report for the County Self-Funded Dental Program, dated March 17, 2004, which recommends a premium rate decrease of .7% for active employees and an increase of 5% for retirees for Fiscal Year 2004-2005; (Attachments A & B);
- b) Blue Cross HMO Plan - Approve the renewal of the Blue Cross HMO Plans for active employees, effective July 5, 2004, and retirees, effective July 1, 2004, with premium rate decreases of 4% for both groups (Attachments A & C);
- c) Blue Shield HMO, Point-of -Service and PPO Medical Programs - Approve the adoption of the following Blue Shield HMO, Point of Service and PPO plans to replace the existing agreements with Health Net, for active employees, effective July 5, 2004 and for retirees, effective July 1, 2004 at the premium rates specified in Attachment A and with plan designs described in Attachment D and authorize the Interim Human Resources Director to execute the Master Application shown in Attachment D and all other required documents;
  - i. Blue Shield Low Option HMO Plan for Active Employees and Retirees equivalent to the Blue Cross HMO plan and offered in addition to the Blue Cross HMO plan;
  - ii. Blue Shield HMO \$0 Office Visit Co-Pay Plan for Active Employees and Retirees replacing the existing Health Net HMO \$0 Office Visit Co-Pay plan for active employees and replacing the Health Net \$5 Office Visit Co-Pay plan for retirees and replacing the Exclusive Provider Organization (EPO) plan in San Luis Obispo County for both groups;
  - iii. Blue Shield HMO \$10 Office Visit Co-Pay Plan for Active Employees and Retirees replacing the existing Health Net HMO \$10 Office Visit Co-Pay plans and existing EPO plans in San Luis Obispo County for both groups;
  - iv. Blue Shield Point-of-Service Plan for Active Employees and Retirees replacing the existing Health Net HMO Point-of-Service plans for both groups;
  - v. Blue Shield PPO Plan for Active Employees and Retirees replacing the existing Health Net PPO plans both in California for both groups and out-of-state for retirees and employee dependents;
  - vi. Blue Shield Indemnity Plan for Retirees replacing the existing Health Net Flex Net Indemnity Plan for out-of-area retirees;
- d) Golden West Pacesetter Dental HMO Plan - Approve the renewal of the existing HMO dental plan design with a premium increase of 5% for employees and retirees (Attachments A & E);
- e) MHN Employee Assistance Plan - Approve the renewal of the existing plan design with premium rate increases of 9% for active employees and 4% for retirees; (Attachment F);
- f) Healthcare Assistance Program - Approve the continuation of the healthcare assistance services

program for all covered employees with CareCounsel at no increase in premiums (Attachment G).

COUNTY ADMINISTRATOR'S RECOMMENDATION: APPROVE

Sponsors: HUMAN RESOURCES DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter

Date	Ver.	Action By	Action	Result
7/1/2014	1	BOARD OF SUPERVISORS	Acted on as follows:	

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a) County Self-Funded Dental Program - Accept the Annual Actuarial Report for the County Self-Funded Dental Program, dated March 17, 2004, which recommends a premium rate *decrease* of .7% for active employees and an increase of 5% for retirees for Fiscal Year 2004-2005; (Attachments A & B);

b) Blue Cross HMO Plan - Approve the renewal of the Blue Cross HMO Plans for active employees, effective July 5, 2004, and retirees, effective July 1, 2004, with premium rate *decreases* of 4% for both groups (Attachments A & C);

c) Blue Shield HMO, Point-of -Service and PPO Medical Programs - Approve the adoption of the following Blue Shield HMO, Point of Service and PPO plans to replace the existing agreements with Health Net, for active employees, effective July 5, 2004 and for retirees, effective July 1, 2004 at the premium rates specified in Attachment A and with plan designs described in Attachment D and authorize the Interim Human Resources Director to execute the Master Application shown in Attachment D and all other required documents;

i. **Blue Shield Low Option HMO Plan for Active Employees and Retirees** equivalent to the Blue Cross HMO plan and offered in addition to the Blue Cross HMO plan;

ii. **Blue Shield HMO \$0 Office Visit Co-Pay Plan for Active Employees and Retirees** replacing the existing Health Net HMO \$0 Office Visit Co-Pay plan for active employees and replacing the Health Net \$5 Office Visit Co-Pay plan for retirees and replacing the Exclusive Provider Organization (EPO) plan in San Luis Obispo County for both groups;

iii. **Blue Shield HMO \$10 Office Visit Co-Pay Plan for Active Employees and Retirees** replacing the existing Health Net HMO \$10 Office Visit Co-Pay plans and existing EPO plans in San Luis Obispo County for both groups;

iv. **Blue Shield Point-of-Service Plan for Active Employees and Retirees** replacing the existing Health Net HMO Point-of-Service plans for both groups;

v. **Blue Shield PPO Plan for Active Employees and Retirees** replacing the existing Health Net PPO plans both in California for both groups and out-of-state for retirees and employee dependents;

vi. **Blue Shield Indemnity Plan for Retirees** replacing the existing Health Net Flex Net Indemnity Plan for out-of-area retirees;

- d) **Golden West Pacesetter Dental HMO Plan** - Approve the renewal of the existing HMO dental plan design with a premium increase of 5% for employees and retirees (Attachments A & E);
- e) **MHN Employee Assistance Plan** - Approve the renewal of the existing plan design with premium rate increases of 9% for active employees and 4% for retirees; (Attachment F);
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COUNTY ADMINISTRATOR'S RECOMMENDATION: APPROVE

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